



Leadership Development

Update: HR Directors and Leaders
September 7, 2016



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Agenda

- Update Overview
- eLearning – Sneak Preview
- Leading Others update
- Next steps

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Sneak Preview



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Why eLearning?

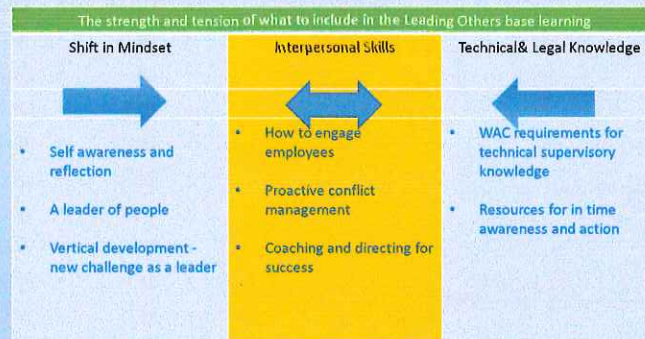
- Evidence based and adult learning practices lead to retention of learning and increased application of learning
- What you want to teach drives the approach to learning that you want to use.
- How learners learn drives the approach to learning that you want to use.
- Benefits of eLearning in Leading Others and in time

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Remember - balancing the areas of learning



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Leading Others Update

- Primary audience as a major design factor
- Content

Day 1 - Leading Self	Day 2- Leading Others	Challenge – Practice for sustained learning	Day 3 - Leading Others
<ul style="list-style-type: none"> Cohort bond Relationship matters My style and working with different styles Value clarification Committed language 	<ul style="list-style-type: none"> Building trust Communication Leader as coach Select Leadership Challenge (apply skills to current leadership challenges – reinforce people focus) 	<ul style="list-style-type: none"> Coaching in the real world with emphasis on an area of growth Conversation with manager Meet with small group for support on leadership challenge) Finish eLearning 	<ul style="list-style-type: none"> What did I learn Coaching and feedback – a deeper dive Dealing with conflict Giving and receiving feedback Applying what I learned (scenario problem solving) Celebrate success

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Pilot Update

22 agencies involved -

- New supervisors needing to meet requirement
- largest audience (diverse representation – location, occupational category, represented, team size...)
- Some experienced leaders/managers
- Agencies who will be customers of Leading Others
- Agencies interested in benefiting from Leading Others
- Agency focused cohort -
meet all of the above and able to provide 5-20 participants, primarily new supervisors
- And other agencies are engaged, but opted out of the pilot

• AGR	• LCCB
• COM	• L&I
• DEL	• MIL
• DFI	• OAH
• DES	• OFM
• DOH	• Parks
• DOL	• UTC
• DOR	• WaTech
• DVA	• WSDOT
• ECY	• WSGC
• ESD	• WSTC

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Pilot Participation

• The Plan

Course	Date	Location	Classroom
Group 1			
• Day 1	September 20	640 Woodland Square Loop SE, Lacey	1st floor, Park Place A Conference Room
• Day 2	September 21	640 Woodland Square Loop SE, Lacey	1st floor, Park Place A Conference Room
• Day 3	October 26	640 Woodland Square Loop SE, Lacey	1st floor, Park Place A Conference Room
Group 2			
• Day 1	October 19	1500 Jefferson St, Olympia	3rd Floor Training Center, Room 3640 (Classroom 3)
• Day 2	October 20	1500 Jefferson St, Olympia	3rd Floor Training Center, Room 3640 (Classroom 3)
• Day 3	November 30	1500 Jefferson St, Olympia	3rd Floor Training Center, Room 3640 (Classroom 3)
Group 3			
• Day 1	December 1	1500 Jefferson St, Olympia	3rd Floor Training Center, Room 3620 (Classroom 2)
• Day 2	December 2	1500 Jefferson St, Olympia	3rd Floor Training Center, Room 3620 (Classroom 2)
• Day 3	January 12	1500 Jefferson St, Olympia	3rd Floor Training Center, Room 3640 (Classroom 3)

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Next Steps

- Seven - eight facilitators to ensure capacity
- Learning from the Pilots for full launch of Leading Others
- Ongoing customer and business partner meetings (Labor)
- Next update for you?
- Enjoy the rest of your day!!

